

The team at the Pickering Public Library are collaborators and innovators. We embrace change, diversity and inclusion. We understand “the why” behind what we do, and we put library clients first.

Our hope is that when anyone visits the Pickering Public Library, whether in person or online, they don't just walk through a door. Instead, they step into a space that offers everyone possibility. Reveals potential. And provides community for all.

Does this sound like a workplace that aligns with the contributions you want to make in your career?

Summary:

The Pickering Public Library has a permanent full-time opening for an inspiring, strategic, and community-minded **Chief Executive Officer - Director of Public Libraries** to lead one of Ontario's most innovative and future-focused library systems. This is a rare opportunity for a visionary leader to shape the next chapter of library service in a dynamic, diverse, and rapidly growing city.

As CEO, you will provide bold, values-driven leadership that advances equitable, accessible, and modern public library service. You will guide long-term organizational strategy, steward major initiatives, and ensure alignment with the Board's Policy Governance framework. As a trusted advisor to the Board and its Secretary/Treasurer, you will promote transparency and accountability while advancing the Library's Ends (its intended results, outcomes, and community benefits). In this role, you will also help strengthen public trust and deepen community engagement.

You will lead system-wide development, including services, collections, digital transformation, and facilities ensuring that the Library remains relevant and resilient. As an experienced people leader, you will cultivate a high-performing, inclusive organizational culture and support a talented Senior Leadership Team through periods of growth, change, and modernization.

Financial stewardship is central to this role: you will direct budgeting, capital planning, reporting, and resource allocation, while also advancing alternative revenue opportunities such as fundraising, sponsorships, and grants. As the public face of PPL, you will advocate for the value of libraries at the local, regional, and provincial levels and maintain strong relationships with municipal partners, government bodies, community organizations, and peer library systems.

Applicants Must Have:

- A Master's degree in Library Science (or equivalent).
- 10+ years of progressive management experience, ideally in the public or broader public sector.
- Proven success in strategic leadership, change management, and service innovation.
- Strong experience in a unionized environment, and deep knowledge of governance and public-sector accountability.
- Strong political, governance, and community acumen, with experience working effectively with Boards, elected officials, and diverse stakeholders. A comprehensive knowledge of the Carver Policy Governance® model is preferred.
- Expertise in budgeting, capital planning, and performance measurement.
- A commitment to equity, community impact, and outstanding public service.

Salary: \$183,650/a to \$203,555/a
Hours: 35 hours per week (hybrid remote)
Start Date: Immediately

Qualified candidates may complete an [online application form](#) where you will be required to upload your resume and cover letter (PDFs only) on or before **Friday, March 13, 2026**.

We thank all applicants for their interest. Please note that only applicants selected for an interview will be contacted.

Alternate formats of this document are available upon request.
Please contact to Human Resources (hr@pickering.ca) for assistance.